

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit O

Fionnuala_O'Connor@haygroup.com

To tlc@broadband.co.uk

cc

05/12/2000 12:47

Subject [TLC] navigation and login/home pages - fao Rob M and Fiona

Please respond to tlc@broadband.co.uk

Hi Rob and Fiona,

NAV PAGE

We've talked over the navigation page and had a look at your designs. In the spirit of your new process, here's what we want in the nav page.
(See attached file: Main Navigation.doc)

All the sub-sections should be clickable "routers" to that section. We want it to be obvious to users where they can go to and where they can't. We would like them to be able to jump back to any area they have already visited. To go forward they have to chug through the actual system. Beccy will be sending on some of the specific "section to section" links later - but these are for other sections of tlc not for the nav page.

We'd like the nav to be all on one page and for it all to be visible at the same time. Could you do a design that shows the "route" rather than pull-out menus (We can still distinguish the "major nav" sections eg. by colour).

We would also like a "where I am now" indicator and a "back to log-in" link.

Are there any programming issues with any of this?

HOME PAGE

We need the same functionality on the initial login/home page as we had on the demo site, plus some - ie.

Login

First Time User

I have a question

Research

News

Privacy and Security

Licensing Transforming Learning

Keep me posted

Preview Transforming Learning (this is a link to the demo site)

We also need a strongly branded initial page. We liked the little figures, but

7/30/2007

wondered whether we could have a stronger "TLC" brand. Look forward to your ideas.

Does this all make sense? Let me know if you want to talk through anything,
Fionnuala

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Navigator Content

Four main sections, with sub-sections as below, for Headteachers and for Teachers.

There will be a separate navigation for school managers/EAZ/LEAs – this is a January task.

Headteachers

Main Navigation	Sub-navigation: Headteachers
Exploring	About You The Questionnaires Understanding the Concepts <ul style="list-style-type: none">• CSI Theory• LSI Theory• Receiving Feedback About Your Context
Getting Feedback	CSI Detailed Feedback: <ul style="list-style-type: none">- Clarity- Standards- Etc- Etc- Etc- Etc CSI Summary Feedback Prioritising for Action
Taking Action	Exploring your Leadership Styles Choosing your Leadership Styles Exploring and Choosing Actions Creating your Personal Plan Going Forward
Admin	Changing Your Password Questionnaire Set-up Tracking Your Questionnaires Setting up a School Manager Account

Teachers

Main Navigation	Sub-navigation: Teachers
Exploring	About You The Questionnaires Understanding the Concepts: <ul style="list-style-type: none">• Classroom Climate Theory• Receiving Feedback About Your Context
Getting Feedback	Classroom Climate Detailed Feedback <ul style="list-style-type: none">- Clarity- Standards- Fairness- Etc- Etc

	<ul style="list-style-type: none"> - Etc - Etc - Etc - Etc <p>Classroom Climate Summary Feedback Prioritising for Action</p>
Taking Action	<p>Exploring and Choosing Actions Creating your Personal Plan Going Forward</p>
Admin	<p>Changing Your Password Questionnaire Set-up Tracking Your Questionnaires</p>

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

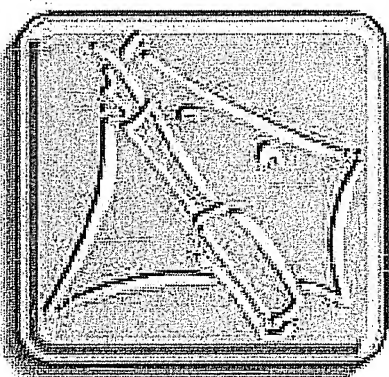
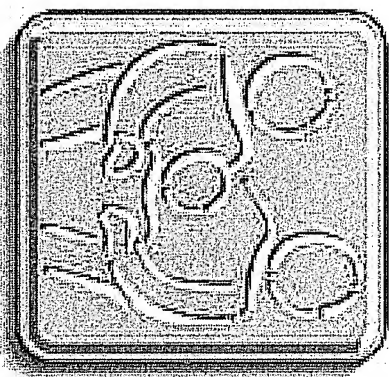
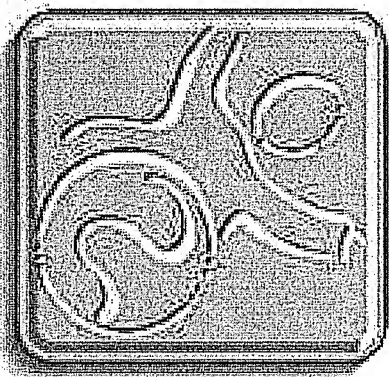
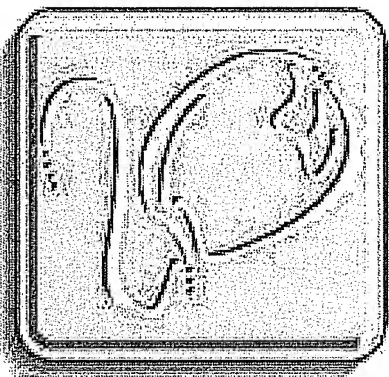
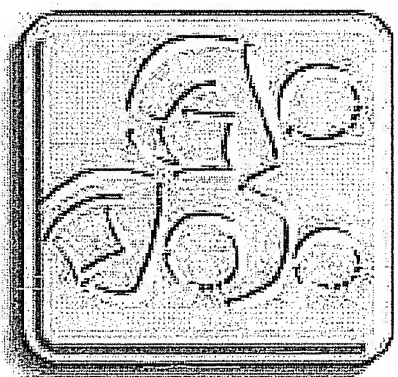
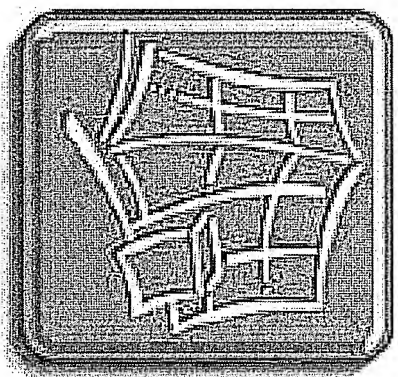
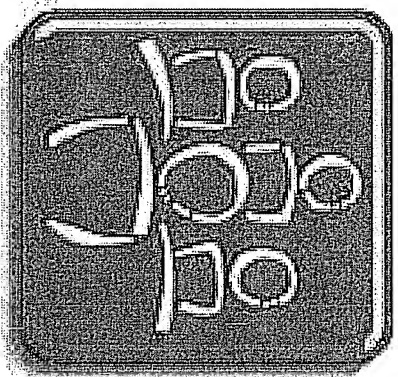
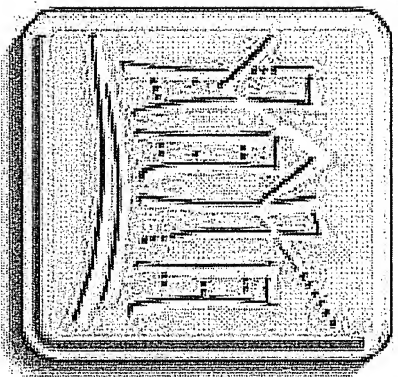
**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit P

TRANSFORMING LEARNING

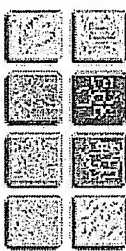


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Address <http://www.broadband.co.uk/preview1/hay/page123.html>

Go Links



TRANSFORMING
LEARNING

Welcome Back Name

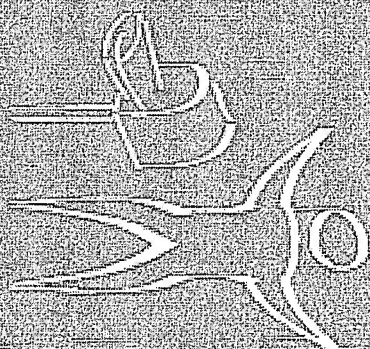


questionnaire set-up
about your centre or
the questionnaires
understanding the
concepts
about you

exploration

feedback

action



you've got this

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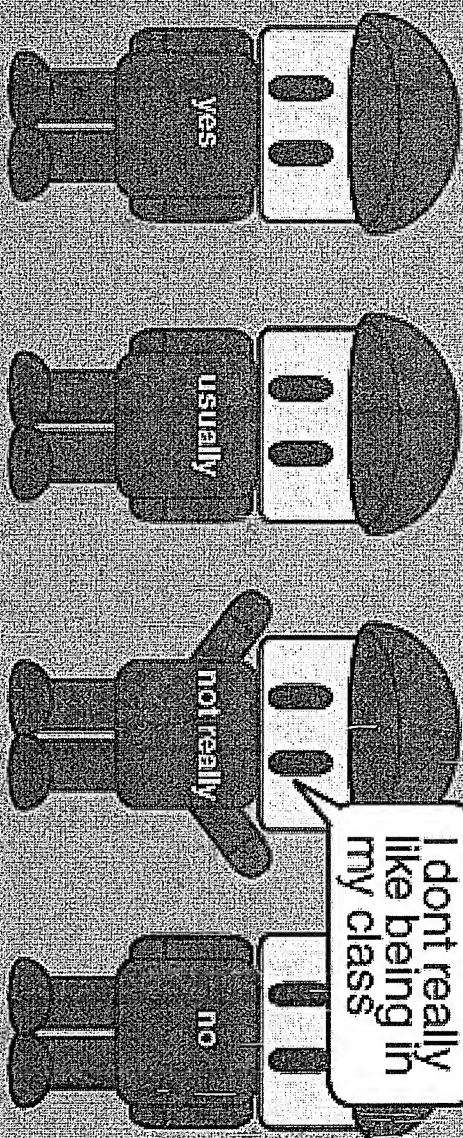


Go

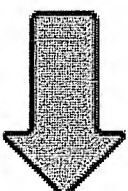
Links

the teachers question goes here

Q1 do you like being in your class ?



ready to move on to the next question ?



Done

Internet

File Edit View Favorites Tools Help



Address

http://www.broadband.co.uk/preview1/hay/page90.html

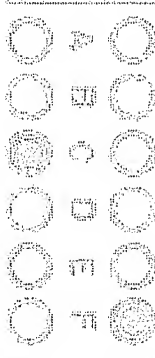


Links

Summary instructions go here. Normally only 2 lines or less.
These are in the colour code of the page.

02

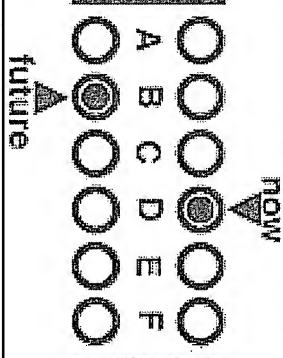
we are clear about what
we are expected to achieve



we are not clear about what
we are expected to achieve

03

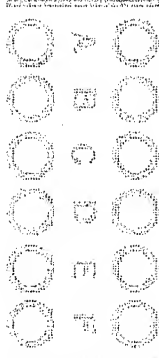
we are clear about what
we are expected to achieve



we are not clear about what
we are expected to achieve

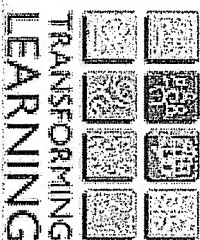
04

we are clear about what
we are expected to achieve



we are not clear about what
we are expected to achieve

NEXT



TRANSFORMING
LEARNING

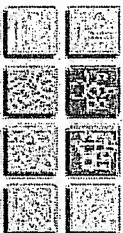
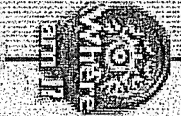
Done

Internet

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print

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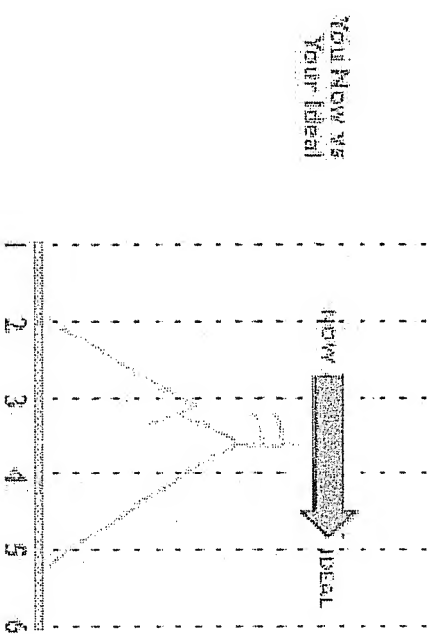
TRANSFORMING
LEARNING

Summary instructions go here. Normally only 2 lines or less.
These are in the colour code of the page.

Your Own Perceptions

Clarley

Self Actual vs Self Ideal - This shows the gap between your perception of the actual degree of Reward in the school and your perception of the ideal level.

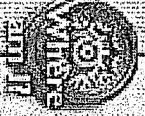


What Does This Mean?
You now vs You Ideal: You feel there should be a much higher level of recognition and reward in the school

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Address: http://www.broadband.co.uk/preview1/hay/page99.html Go Links



Local

Classroom

Help

Contact Us

TRANSFORMING
LEARNING

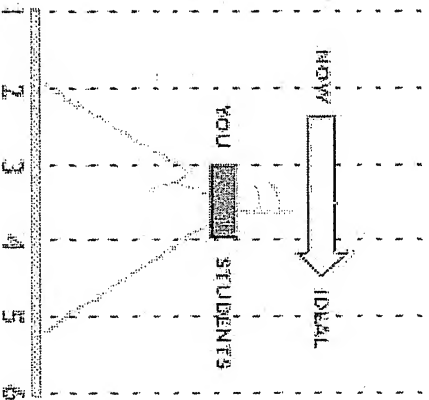
Your Perceptions vs. Your Colleagues'

Clarity

Self Actual vs Self Ideal - This shows the gap between your perception of the actual degree of Reward in the school and your perception of the ideal level.

You Now vs
Your Ideal

You Now vs Your
Students Now



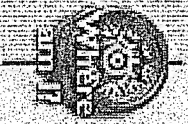
What Does This Mean?

You now vs You Ideal: You feel there should be a much higher level of recognition and reward in the school

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Address <http://www.broadband.co.uk/preview1/hay/page99.html> Go Links



TRANSFORMING
LEARNING

The Perception of Your Students

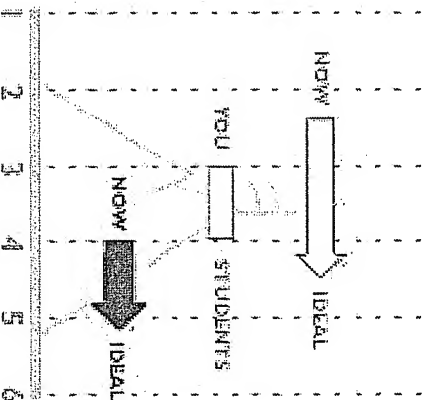
Clarley

Self Actual vs Self Ideal - This shows the gap between your perception of the actual degree of Reward in the school and your perception of the ideal level.

You Now vs Your Ideal

You Now vs Your Students Now

Your Students Now vs. Students Ideal



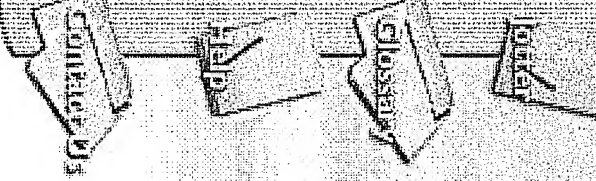
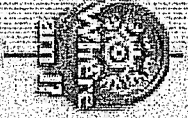
What Does This Mean?

You now vs Your Ideal: You feel there should be a much higher level of recognition and reward in the school

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TRANSFORMING
LEARNING

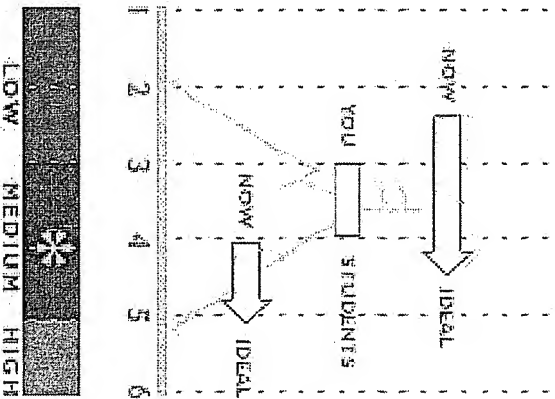
Your School In Comparison With Other Schools

Clarify

You Now vs
Your Ideal

You Now vs Your
Students Now

Your Students Now
vs. Students Ideal



What Does This Mean?

You now vs You Ideal: You feel there should be a much higher level of recognition and reward in the school

File Edit View Favorites Tools Help

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Address <http://www.broadband.co.uk/preview1/hay/page104.html>

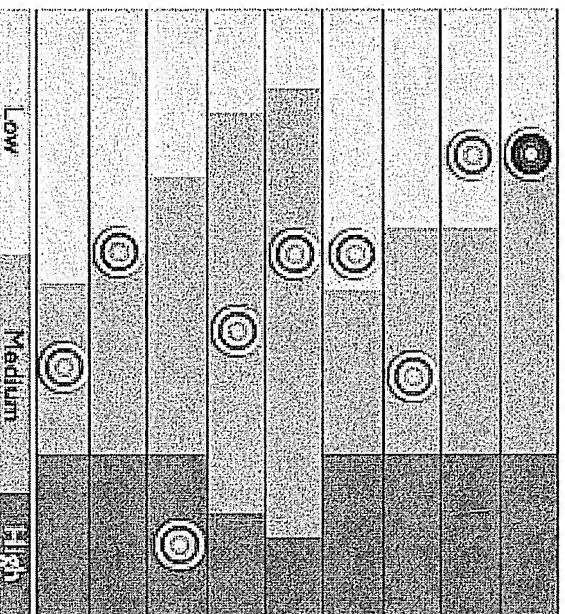
Go Links

Completed Feedback

Summary

Your Class compared with other classes

This chart shows the gap between your own and others' perception of the actual levels of all CSI dimensions. The Context for School Improvement is a measure of individuals' perceptions at a point in time, and can be strengthened when the Headteacher and staff work together.



Significant improvements can be realised by focusing on the key dimensions of:

Clarity: ensuring that everyone is clear about strategic direction, key goals, organisation structure, policies and guidelines, and understands how they can contribute to the school's broader goals.

Standards: ensuring that everyone is working toward improvement and excellence, and that mediocrity is not tolerated.

Working on these two areas first will produce the best improvement in CSI over time.

What Does This Mean?

TRANSFORMING
LEARNING

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Go Links

[You are in Feedback](#)

[Leadership Styles](#)

Summary instructions go here. Normally only 2 lines or less. These are in the colour code of the page.

How do you think you lead?

How Racers view you

Infrequent	Back-up	Dominant
Coaching	Democratic Affiliative Authoritative	Coercive Pacesetter
Coaching	Coaching	Coercive Pacesetter

What Does This Mean?

You and your colleagues are in broad agreement as to the way in which you lead the school. However, only 2 lines or less. These are in the colour code of the page.

resizable height - aligned to top

Done

Start

Russell ...

TLC Co...

Microsof...

Microsof...

Broadb...

PTScr 3...

Internet

12:19

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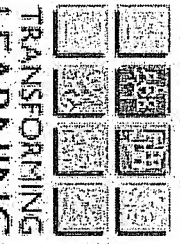
Address <http://www.broadband.co.uk/preview1/hay/page109.html>

Go Links

Summary instructions go here. Normally only 2 lines or less.
These are in the colour code of the page.



Dimensions	Priority	Want to know more?	Select
Clarity	Medium	click here to find out more	Select
Standards	Medium	click here to find out more	Select
Order	High	click here to find out more	Select
Fairness	Medium	click here to find out more	Select
Environment	Medium	click here to find out more	Select
Another	Medium	click here to find out more	Select
Another	Medium	click here to find out more	Select



TRANSFORMING
TECHNOLOGY

File Edit View Favorites Tools Help

Navigation bar with icons for Back, Forward, Stop, Refresh, Home, Search, Favorites, History, Mail, Print, and Go.

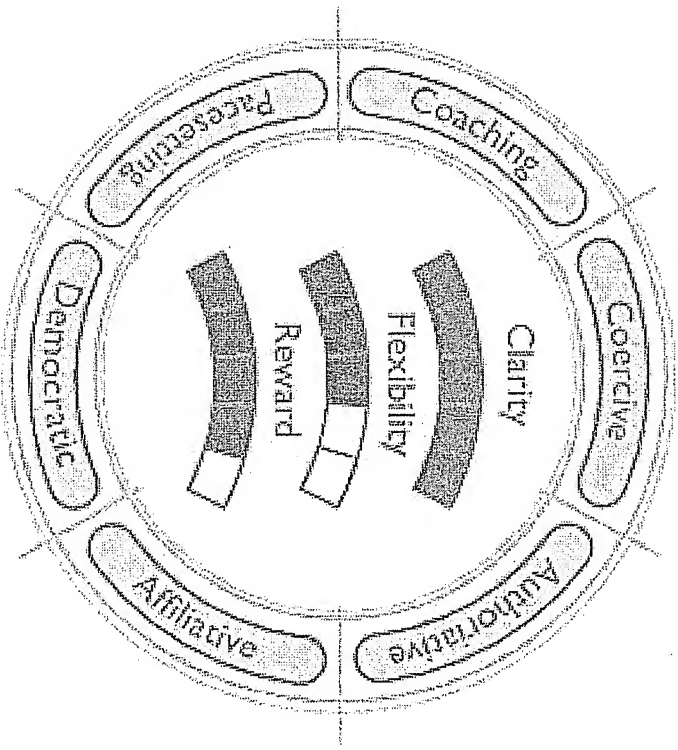
Address <http://www.broadband.co.uk/preview/1/hay/page118.html>

Leadership Styles

Choose the style you want to explore. When you have explored them all, highlight the style you are thinking of improving and click Next

Your Coercive style is

Dominant



Extremely Valuable Of Short Term Use Not

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Address <http://www.broadband.co.uk/preview/1/hay/page118.html>

Go Links

Click next to go forward with the highlighted style or click another style or click [back] to look again at the implications of using each style

Coercive	Dominant	CLARITY	FLEXIBILITY	REWARD
Authoritative				
Affiliative				
Democratic				
Pacesetting				
Coaching				

Extremely Valuable Of Short Term Use Not
Valuable Value With Care Recommended

Done

Internet

File Edit View Favorites Tools Help

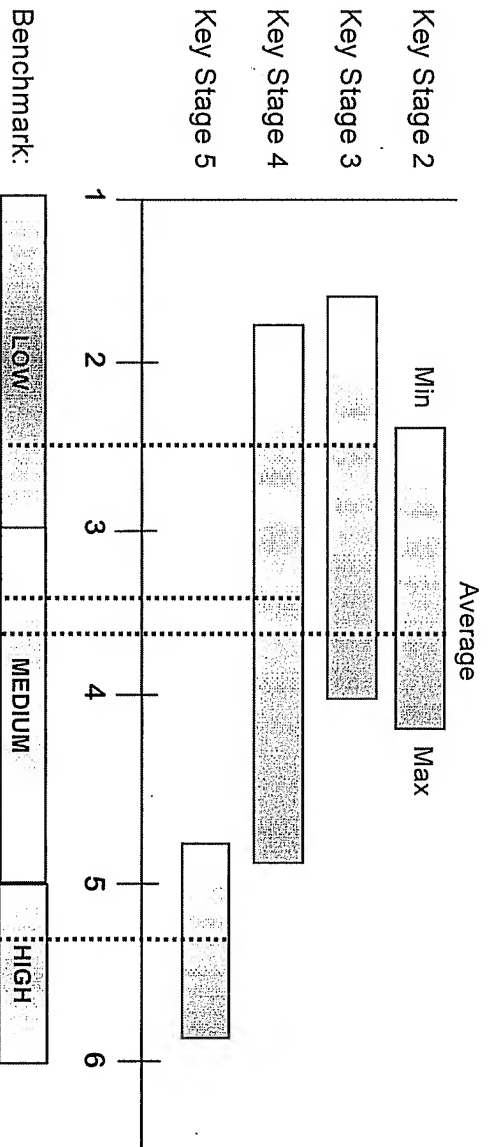
Back Forward Stop Refresh Home Search Favorites History Mail Print

Address <http://www.broadband.co.uk/preview1/hay/page96.html>

Go Links

Dimension: Clarity

The extent to which students are clear about the aims and objectives of the course; how well they understand the purpose of each lesson and what is expected of them in their homework; and how each lesson relates to the broader subject.



Commentary:

Overall, teachers in Key Stages 2 and 4 are creating a satisfactory level of clarity for their pupils, although there is a wide range of achievement in Key Stage 4. Teachers in Key Stage 3 are outstanding – you may wish to investigate here for examples of best practice. The main area for development is at Key Stage 5.

Done

Start

American Systems

Broadband Commu...

Print Screen Deluxe ...

Internet

22:46

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

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Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit Q

Russell Hobby: August 2000 – December 2000

August 2000**Tuesday, 1 August, 2000****Wednesday, 2 August, 2000**

14:30 - 15:30 Lynne

Thursday, 3 August, 2000**Friday, 4 August, 2000****Monday, 7 August, 2000****Tuesday, 8 August, 2000**

- All Day - CEL - Manchester

Wednesday, 9 August, 2000**Thursday, 10 August, 2000****Friday, 11 August, 2000****Monday, 14 August, 2000****Tuesday, 15 August, 2000**

10:30 - 13:30 Coventry LEA (Chris Thatcher) - Room 1
12:30 - 14:00 Chris Baker: CPD Network

Wednesday, 16 August, 2000

09:00 - 12:00 Fionnuala - S&M Chat
11:30 - 12:00 Helen: Newham EAZ
15:00 - 16:00 Meeting with Esther and Juliet (Marketforce) - Room 2

Thursday, 17 August, 2000

10:00 - 12:00 ESP Meeting with Molly
16:30 - 17:00 Michael re: SMT brochure

Friday, 18 August, 2000

- All Day - Keep Free

Monday, 21 August, 2000

Tuesday, 22 August, 2000

11:30 - 12:30	Fionnuala
12:00 - 12:30	Brief Media Link re: TLC @ Rm 1 (Sara Chappel, Julia Bryan, Rosie Bain, Ellie Button)
16:00 - 17:00	Diane - WBB

Wednesday, 23 August, 2000

15:00	Deadline for Brochure Copy
15:00 - 17:00	Headteacher Focus Group

Thursday, 24 August, 2000

11:00 - 12:00	Hay/Guardian Conference @ 119 Faringdon Rd, w/ Julian Rose and Jerry O'Conner
15:00 - 16:00	John Morely re: entrepreneurs

Friday, 25 August, 2000

09:00	Call Rob Bonnington at Beds LEA
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Monday, 28 August, 2000

- All Day -	BANK HOLIDAY
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Tuesday, 29 August, 2000

Wednesday, 30 August, 2000

09:00 - 10:00	Media Link Meeting (Sarah) w/ Charlotte (CHA) - discuss broadcast strategy
13:00 - 15:00	Focus Group - Kevin King, Headteacher (trying to find others)
15:00 - 17:00	Teacher Focus Group - Phil Taylor and another

Thursday, 31 August, 2000

15:00 - 16:30	Meeting w/ Chris Baker, Michael @ Victoria
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September 2000

Friday, 1 September, 2000

Monday, 4 September, 2000

09:15 Call Melanie @ Holy Family re: pilots
16:00 - 17:00 Lynne, design stuff

Tuesday, 5 September, 2000

10:00 - 12:00 Monthly meeting with Collette Hill PR - Room 9
12:00 - 12:30 Tying up some loose ends re VABIS in room 9

Wednesday, 6 September, 2000**Thursday, 7 September, 2000**

16:15 - 18:15 MvdG and RH - Provider meeting with HTI - Anne Evans (Sec Paula Brown Tel: 02476410104) Room TBC
17:00 - 19:00 TLC Demo - Esther Williams & Mike Parkhurst (NAHT) @ Victoria

Friday, 8 September, 2000

10:00 - 11:00 Russell Hobby - review the Mark Hunter chapter?

Monday, 11 September, 2000

- All Day - TLC Demo - Essex LEA, 9:30 @ Chelmsford (Paul Lincoln, Peter Evans)

Tuesday, 12 September, 2000

11:00 - 11:30 Reen + Russell re marketing for roadshows

Wednesday, 13 September, 2000

11:30 - 12:30 Russell/Anna
16:00 - 18:00 Team Meeting

Thursday, 14 September, 2000

10:00 - 12:00 Headteacher Focus Group - John Evans and Geoof Moore
10:00 - 12:00 FOC RH NAHT (Esther Williams, Mike Parkinson) meeting room 8
16:30 - 20:00 TLC Meeting - Continuing into Evening

Friday, 15 September, 2000

12:00 - 13:00 Russell Joining: CEO vs HT's Study - Room 6

Monday, 18 September, 2000

10:45 - 12:45	TLC Demo - West Berkshire DC; Andy Tubbs
15:00 - 16:00	Amanda Howlett/Russell Hobby

Tuesday, 19 September, 2000

10:00 - 12:30	Southwark LEA - Demo Meeting
14:00 - 15:00	Stuart, Business Planning - Education
15:30 - 16:30	Gerry from The Guardian - discuss next steps

Wednesday, 20 September, 2000

09:00 - 10:00	TLC meeting re Fusion 2000 - Grey Room
14:00 - 16:00	Provider meeting with Rod Young from QAA (Tel: 01525 402048) + RH, AL (Room TBC)
17:00 - 18:00	Chicelli web cast

Thursday, 21 September, 2000

15:45 - 17:45	Provider meeting with Harry Tomlinson (Tel: 0113-2837407) and Sheril Andrews (Industrial Society) (Sec: Emma Forletta Tel: 01214103197 - Map faxed) Room TBC
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Friday, 22 September, 2000

10:00 - 17:00	Team Awayday - venue tbc
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Monday, 25 September, 2000

10:30 - 12:30	Northamptonshire LEA - Demo Meeting
17:30 - 18:30	Build Stand

Tuesday, 26 September, 2000

Wednesday, 27 September, 2000

Thursday, 28 September, 2000

Friday, 29 September, 2000

- All Day -	Dudley EAZ - Seminar
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October 2000

Monday, 2 October, 2000

10:00 - 11:00	TLC Database Mting
14:00 - 16:00	Monthly meeting with Collette Hill PR - Room 9

Tuesday, 3 October, 2000

12:30 - 17:30	North Yorkshire LEA - Post LPSH Presentation with Anna
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Wednesday, 4 October, 2000

11:00 - 12:00	Meeting - Reen + Russell re NWECC conference in Bolton
13:30 - 15:30	Parklands Junior School, Ms Gina Gardiner @ Romford, Essex
14:00 - 15:30	Meet Julia Harper of GWIST to discuss TLc

Thursday, 5 October, 2000

Friday, 6 October, 2000

Monday, 9 October, 2000

- All Day -	NASS - Chris Dyson
18:30	Drinks with Michael

Tuesday, 10 October, 2000

13:30 - 16:00	Leadership Group Meeting at Holy Family School (Melanie Wheeler)
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Wednesday, 11 October, 2000

12:15	Chris @ N Yorks LEA
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Thursday, 12 October, 2000

10:00 - 12:00	Meeting with Dorthay Brand - Lewisham Education
13:30 - 17:00	Holy Family Focus Group

Friday, 13 October, 2000

Monday, 16 October, 2000

- All Day - CPD Conference, London
- All Day - Durham Presentation

Tuesday, 17 October, 2000

- All Day - BRISTOL ROADSHOW

Wednesday, 18 October, 2000

- 10:00 - 12:00 PM Seminar in Somerset

Thursday, 19 October, 2000**Friday, 20 October, 2000**

- All Day - Wokingham LEA Conference

Monday, 23 October, 2000

- All Day - Half Term
- 11:00 - 13:00 TLC - Client Info Meeting (Support Existing Customers)

Tuesday, 24 October, 2000

- 10:00 - 18:00 Hold for 'Partners in Education' Meeting - Victoria Room TBC with lunch

Wednesday, 25 October, 2000**Thursday, 26 October, 2000**

- 10:00 - 13:00 Re-scheduled client info meeting

Friday, 27 October, 2000**Monday, 30 October, 2000**

- All Day - Half Term Possibly
- 12:15 Chris @ Gloucs LEA

Tuesday, 31 October, 2000

- 14:00 - 16:00 DGC Performance Review - Russell Hobby - Room 6
- 16:15 - 17:15 Reen + Russell re TLc

November 2000

Wednesday, 1 November, 2000

09:00 - 13:00	Marketing Briefing - Paul Basile (Victoria)
15:00 - 17:00	TLC -Client Info (Support Existing Customers) Meeting in Project Office

Thursday, 2 November, 2000

10:30 - 14:30	BEDFORDSHIRE FOCUS GROUP
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Friday, 3 November, 2000

- All Day -	DAY OFF!!!!!!
- All Day -	Bridgwater EAZ Inset Day - PM Workshop

Monday, 6 November, 2000

14:00 - 16:00	Monthly meeting with Collette Hill PR - Room 9
16:30 - 17:00	MCA Awards 2nd stage meeting - Room 7

Tuesday, 7 November, 2000

14:00 - 16:00	Graham Smith, Haringey
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Wednesday, 8 November, 2000

10:00 - 12:00	TLC - Selling of Licences Meeting
13:00 - 16:00	Revise Roadshow Presentation

Thursday, 9 November, 2000

09:00 - 12:00	Hold for MCA Case Study Draft
15:00 - 16:00	Meeting with Pat Reynolds @ Essex County Council

Friday, 10 November, 2000

- All Day -	Andy & Lucy's Wedding
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Monday, 13 November, 2000

Tuesday, 14 November, 2000

- All Day - BIRMINGHAM ROADSHOW

Wednesday, 15 November, 2000

10:00 - 12:00 Meeting with Jeanette Corking @ Wandsworth LEA Group of Head teachers
14:30 - 16:30 Meeting with Dorothy Brown (Lewisham)

Thursday, 16 November, 2000

- All Day - MAIDSTONE ROADSHOW
11:00 - 11:45 MCA Final meeting - Room 7

Friday, 17 November, 2000

11:00 - 12:00 Reen + Rascal re TLC
13:00 - 17:00 Mr Harkin - Bruce Junior School - Transforming Learning

Monday, 20 November, 2000

16:00 - 18:00 Bexhill School - Mike Conn @ The Jarvis Cooden Beach Hotel

Tuesday, 21 November, 2000

- All Day - LONDON ROADSHOW
09:00 LESSONS OF LEADERSHIP RELEASE
09:00 - 09:30 David Hart, NAHT

Wednesday, 22 November, 2000

10:30 - 11:00 Julia Warren - MBA
12:00 Send Batch 1 & 2 of LoL mailing
16:00 Home Early

Thursday, 23 November, 2000

- All Day - Durham Headlamp Conference - 'Leading for Learning' (30 heads)

Friday, 24 November, 2000

10:00 - 12:00 TLC - Enhancing the Brand Meeting
14:00 - 16:00 Stephen Hoar, freelance journalist

Monday, 27 November, 2000

11:15 - 12:15	Angela Law/Anne Wilson from Emseven re video (o.b.o. Nick Woollard) (01753858895)
14:00 - 15:00	Olly Solmon re video (Crown Business Communications 07747612804/02077277272) - Room 9
15:00 - 16:00	Nick Clemson re video (Presentation Showhouse 0860620577/02089941100) - Room 9
16:15 - 17:15	Andy Booth re video (World TV 01179304099/02073888555) - Room 9

Tuesday, 28 November, 2000

- All Day - READING ROADSHOW

Wednesday, 29 November, 2000

- All Day - LANCASTER ROADSHOW

Thursday, 30 November, 2000

- All Day - LIVERPOOL ROADSHOW

December 2000**Friday, 1 December, 2000**

13:00 - 17:15 Croydon Demo

Monday, 4 December, 2000

10:00 - 11:00	Meet w/ Chris Embrey to discuss PM day
14:00 - 16:00	Monthly meeting with Collette Hill PR - Room 9

Tuesday, 5 December, 2000**Wednesday, 6 December, 2000**

16:00 - 18:00 Meeting with John Wilson from College Hse Junior School

Thursday, 7 December, 2000

- All Day - MANCHESTER ROADSHOW

Friday, 8 December, 2000

12:00 - 14:00 Lunch with Frank and GTC (London) - possibly

Monday, 11 December, 2000

12:00 Send Christmas Cards

Tuesday, 12 December, 2000**Wednesday, 13 December, 2000**

12:00 - 18:00 TEAM CHRISTMAS LUNCH - Dover Street Wine Bar

Thursday, 14 December, 2000

14:00 - 17:30 Keith Sadler @ Bristol LEA (Bristol Parkway)

Friday, 15 December, 2000

10:00 - 12:30 HOLD: Meeting with emseven re video production: Angela Law, Anne Wilson and Phil Swerdlow - Room TBC
15:00 - 17:00 Martin Baker - Hertfordshire LEA Meeting with Pat Collarbone, Howard Kennedy, MVDG, RH at London Leadership Centre re TLC

Monday, 18 December, 2000

10:00 - 12:00 Chris Embrey, Hereford
14:00 - 17:00 Wolverhampton LEA Intro Meeting

Tuesday, 19 December, 2000

12:30 - 14:00 Lunch with CHA

Wednesday, 20 December, 2000

- All Day - Holiday
12:30 - 13:30 Lunch w/ Gerry O'Connor

Thursday, 21 December, 2000**Friday, 22 December, 2000**

08:45 - 09:45 TLc champagne breakfast at Royal Garden Hotel (Park Terrace)
2-24 Kensington High Street Tel:02079378000

Monday, 25 December, 2000**Tuesday, 26 December, 2000****Wednesday, 27 December, 2000****Thursday, 28 December, 2000****Friday, 29 December, 2000**

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit R

"AMANDA HOWLETT"
<AMANDA.HOWLETT@pannone.co.uk>

To Celia Coleman/GB/EUROPE/HAYGROUP@HAYGROUP, Stephen
Lams/GB/EUROPE/HAYGROUP@HAYGROUP

cc

18/07/2000 14:39

Subject Broadband Memorandum of Understanding

As discussed yesterday attached are draft terms to cover the interim period with Broadband. Please call if you want to discuss. my direct line is 0161 909 4168. I just sent this e-mail with the wrong attachment - sorry, please can you delete the earlier e-mail if I didn't retract it quickly enough!
Amanda

Amanda Howlett
Assistant Solicitor

Pannone & Partners
Solicitors,
123 Deansgate,
Manchester M3 2BU

Tel. : 0161 909 3000 (switchboard)
Direct tel : 0161 909 4168
Fax. : 0161 909 4400 (general)
E-mail : amanda.howlett@pannone.co.uk
Website : www.pannone.com

Pannone & Partners is authorised by the Law Society in the conduct of investment business.

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I

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Links to Hay Group websites: <http://www.haygroup.co.uk>,
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Tel +44 (0)20 7856 7000 Fax +44 (0)20 7856 7100

Registered in England and Wales No. 763575

**HAY HEADED NOTEPAPER
DRAFT MEMORANDUM OF UNDERSTANDING WITH BROADBAND**

name of contact
Broadband
Full corporate name and address

Our Ref:

**Your
Ref:**

, 2000

Date:

Dear

MEMORANDUM OF UNDERSTANDING

I am pleased to confirm that, subject to us getting full corporate approval and agreeing with you the terms of the contract, we wish to appoint you to design and write software for us to run our website ("the Services").

Obtaining corporate approval will take some time so we would like to appoint you in the interim period to undertake, in collaboration with us, the initial design phase as set out in the attached Annex ("the Interim Services").

We will pay you for the Interim Services on a time and materials basis at the rate of [£750] per [8] hour day per member of your staff. Reasonable expenses necessarily incurred in the performance of the Interim Services will also be reimbursed, subject to production of reasonable evidence of expenditure. You will keep proper time records which we may inspect on reasonable notice.

Invoices should be submitted at the end of each month for reimbursable expenses and work done in that month, and will be payable within 30 days of receipt, subject to a 5% discount if paid within 7 days of receipt.

The copyright and all other intellectual property rights in [CPS] and your general know-how and expertise will remain with you, but otherwise all copyright and intellectual property rights in materials produced in the Interim Services shall vest in and be assigned to us.

You will carry out the Interim Services promptly and expeditiously using appropriately qualified staff.

The terms of the Confidentiality Agreement made between us dated [] shall remain in full force and effect.

At any time we can give you 1 weeks written notice to stop providing the Interim Services, subject of course to paying you in full for work completed prior to termination. Either of us may terminate immediately by written notice to the other in the event of material breach, insolvency, winding up etc.

No agency or partnership shall be created between us.

Whilst we will negotiate the contract for the provision of the Services in good faith and will seek corporate approval we are not committed to entering a contract with you for all or part of the Services and can withdraw from the negotiations at any time.

I hope that we have a successful business relationship. Please confirm your acceptance of the above terms by signing and returning to us the enclosed copy of this letter.

Yours sincerely

For and on behalf
of Hay Management Consultants Ltd

[ON COPY We accept the terms of this letter of which this is a true copy]

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit S

"Fiona Conner" <fiona.conner@broadband.co.uk>

To Stephen Lams/GB/EUROPE/HAYGROUP@HAYGROUP

cc

Subject RE: Tasks

08/11/2000 16:31

Please respond to
fiona.conner@broadband.co.uk



Here's our list....

> -----Original Message-----

> From: Stephen_Lams@haygroup.com [mailto:Stephen_Lams@haygroup.com]

> Sent: 08 November 2000 13:10

> To: fiona.conner@broadband.co.uk

> Subject: Tasks

>

>

>

>

> (See attached file: Task_List.XLS)

>

>

>

>

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> e-mail are virus free.

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> Hay Management Consultants, 52 Grosvenor Gardens, London SW1W
> 0AU, Tel (44)
> (0)20 7881 7000, Fax (44) (0)20 7881 7100, <http://www.haygroup.com>,
> <http://www.haypaynet.com>.

>

9/20/2007

> Registered in England and Wales No. 763575
>
> Registered office address as above ****
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Tel +44 (0)20 7856 7000 Fax +44 (0)20 7856 7100

Registered in England and Wales No. 763575

Task	Proto	Build	Test	End Date	For		Status	Comments	Confidence			Test Now	Hay Owner
					Alpha/B	eta			e for Alpha	Delivery			
Login Control	6-Nov-00			7-Nov-00	Beta	Matt Southall	50%	Not ready to test. Need to incorporate metaset changes.	80%		Y		SL
Set Create	9-Oct-00			11-Oct-00	Alpha	Fiona Conner	100%	Not ready to test. Need to incorporate metaset changes.	100%		Y		SL
Questionnaires	16-Oct-00	23-Oct-00	24-Oct-00	16-Oct-00	Alpha	Louise Crow	Done	Done apart from new algo to remove questions based on BG questionnaire	100% CF		Y		BW
Graphs	29-Sep-00	5-Oct-00	9-Oct-00	29-Sep-00	Alpha	Rob Ingram	Done	Not ready to test. Needs more work based on recent chart examples.	Proto in Java. Flash?		Y		BW
Q Cleaning		24-Oct-00	25-Oct-00	24-Oct-00	Alpha	Louise Crow	Done	Ready to test.	100% (needs test)		Y		BW
Q Processing		26-Oct-00	27-Oct-00	26-Oct-00	Alpha	Louise Crow	Done	Individual processing ready.	100% (needs test)		Y		BW
Theory + Context	9-Oct-00			12-Oct-00	Alpha	Phil Piper	100%	Ready to test.	100%		Y		FOC

Feedback	5-Oct-00	19-Oct-00	20-Oct-00	5-Oct-00	Alpha	Rob Ingram	Done	Head and teacher 'feedback' ready but missing check for blank dimensions. Emotions etc. in progress. Not started SM/EA feedback.	100%	Y	KN
CPS	19-Oct-00			1-Nov-00	Alpha	Matt Southall	90%	Not ready to test, Matt putting in database structure.		Y	SL
Forgot/Change pword	10-Nov-00			14-Nov-00	Beta	Fiona Conner	Done	Ready to test.	100%	Y	FOC
Create School Manager	20-Nov-00			21-Nov-00	Beta	Fiona Conner	Done	Ready to test.	100%	Y	FOC
SPs	4-Oct-00	2-Nov-00	6-Nov-00	4-Oct-00	Alpha	Rob Ingram	Done	Nearly finished!		N	
Bookmarking	4-Oct-00	9-Oct-00	10-Oct-00	4-Oct-00	Alpha	Rob Ingram	Done	Won't be all that meaningful for Alpha - no login, nothing to go back to	50%	N	
Message Scheduler	9-Nov-00	13-Nov-00	14-Nov-00	9-Nov-00	Beta	Fiona Conner				N	
Action Planner	7-Nov-00	9-Nov-00	10-Nov-00	7-Nov-00	Beta	Fiaz Khan				N	
Set Management	29-Nov-00	4-Dec-00	5-Dec-00	29-Nov-00	Beta	Fiona Conner				N	
Set Processing	11-Oct-00	16-Oct-00	17-Oct-00	11-Oct-00	Alpha	Louise Crow		Got algo values. Not doing for Alpha.	SP 100%, CF 0%	N	

Set Cleaning	13-Oct-00	18-Oct-00	19-Oct-00	13-Oct-00	Alpha	Louise Crow		Got algo values. Not doing for Alpha.	SP 100%, CF 0%	N	
Data Markers	25-Oct-00	27-Oct-00	30-Oct-00	25-Oct-00	Alpha	Louise Crow		Got algo values. Not doing for Alpha.	SP 100%, CF 0%	N	
SM Feedback	6-Nov-00	10-Nov-00	13-Nov-00	8-Nov-00	Beta	Rob Ingram		not started		N	
Initial Registration	6-Nov-00	10-Nov-00	13-Nov-00	8-Nov-00	Beta	Louise	90%			N	
Tracker	20-Nov-00			24-Nov-00	Beta	Rob Ingram		Data elements done. More to integrate		N	
Graph Re-generation	13-Nov-00			14-Nov-00	Beta	Rob Ingram				N	
Graph cache clean	20-Nov-00			22-Nov-00	Beta	Rob Ingram				N	
Rater Management	10-Nov-00			15-Nov-00	Beta	Fiona Conner				N	